

# Ivana Johnson

## HR Professional

Astute and exceptionally dedicated professional with 6+ years of experience in human resources management operations. Equipped with a solid commitment to providing high-quality support to the management for consistent growth and development of human resources of diverse companies. Demonstrated success in developing and executing training programs to optimize employee capabilities.

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Bloomington, IN

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@ivana.johnson



## WORK EXPERIENCE

### HR Generalist

#### The Good Hire Solutions

06/2019 - Present

Bloomington, IN

- Administer the onboarding process of newly hired employees by initiating pre-employment checks, drug screening, and first-day orientations to acquaint them with the company's operational procedures and policies
- Perform effective formal/informal coaching and mentorship to various associates at all organizational levels in an impactful, collaborative, and consultative manner
- Serve as a Business Partner executing strategic HR initiatives across departments, from staffing and performance management to compensation planning, succession planning, and employee communication, among others
- Proficiently utilize the company's HRIS system to enter, manage, and monitor pertinent HR-related information
- Conduct a thorough investigation on complaints brought forward by employees, such as discrimination claims and policy violations to come up with appropriate and prompt resolutions
- Conduct exit interviews documenting all feedback in accordance with the established HR standard operating procedures

### HR Coordinator

#### Better People Management Corp.

04/2015 - 05/2019

Evansville, IN

- Oversaw the recruiting, hiring, and onboarding process by performing background checks, conducting interviews, issuing employment contracts, and facilitating orientations
- Devised and implemented strategic HR programs promoting health and wellness initiatives, which remarkably enhanced employee engagement
- Recommended and implemented an Affirmative Action Plan that enabled the company to recruit and hire the most qualified individual to effectively meet the business' rapidly changing needs
- Assisted the HR Manager in accomplishing various human-resource-related activities, including but not limited to drug testing, coaching, counseling, benefit explanation, and performance management
- Supported the execution of various developmental programs for both existing and new employees for their continuous personal and professional growth
- Provided immediate response to all general inquiries regarding HR policies, employment laws, and compliance



## SKILLS & COMPETENCIES

HRIS

Data analysis

Onboarding

Recruiting

Employee Relations

Conflict Resolution

SAP

Zoho Recruit

Labor Laws & Regulatory Compliance

Training & Performance Management



## COURSES & TRAINING

### Data Handling Training (02/2016)

KeenAlignment - A Leader in Cultural Alignment Consulting

### General Industry Safety & Health Training (10/2015)

Occupational Safety and Health Center



## CERTIFICATES

### Certified Professional Human Resources (PHR) (2015)

HR Certification Institute

### Behavioral Interviewing Certification (03/2015)

KeenAlignment - A Leader in Cultural Alignment Consulting



## EDUCATION

### University of Indianapolis

#### MBA in Human Resources Management

2013 - 2015

### Bachelor of Arts in Applied Psychology

#### Indiana University - Purdue University Indianapolis

2010 - 2013



## LANGUAGES

English

Native or Bilingual Proficiency

German

Professional Working Proficiency

Spanish

Full Professional Proficiency

Italian

Professional Working Proficiency

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Incorporated, Russel Stolins**



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everything fell into place Today we have a different situation the marketplace is crawling with competition for those jobs The time to sit back and think that a company will find you is no longer realistic You need to put together a well thought out action plan to seek the job you want This book will assist you in setting new goals and evaluating new career options It will help you manage your job transition and employment campaign in a realistic systematic and organized way What You Should Know When Looking for a Job in Today's Marketplace 2nd edition shares effective job search methods and a plan of action that will assist Those that are out of work and seeking employment Those anticipating a reduction in the workforce at their company and are out looking for other opportunities Military personnel returning to civilian life and are seeking employment College students just graduating and ready to enter the world of work People dissatisfied in their current positions and want to move on More mature job candidates that are out of work and not ready for retirement Those returning to the workplace after many years of absence The book will assist you in setting employment goals and evaluating new career opportunities It will help you manage your job transition and employment campaign in a systematic and organized way by providing you with the needed tools skills and knowledge that will ensure a successful outcome Dr Richard Wittmeyer relies on his thirty years of experience in talent acquisition career and performance management human resources employment coaching and strategic organizational development in order to help others productively manage a job transition during these uncertain times Job seekers will learn how to Identify their personal strengths and job accomplishments Design and implement a job search and networking strategy that works Construct and present a resume and cover letter that sells Target the job search through the use of solid letter writing and telephone campaigns Realize the importance of Networking and how to make it happen Make a great impression during the interview Develop an elevator speech that will identify you as a person of interest Accept the position that you desire Settle into your new job Special Feature Land that new job right after college Special Feature Develop an employment strategy for those over 50 And much more Despite today's challenging times in the job market there are still success stories happening every day as companies continue to look for talented people The practical information and concrete examples included in this valuable field manual will help guide others to success by teaching a complete process that helps anyone take control of their employment future **Editor & Publisher**, 1986-04

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